

### SUMMARY

This Annual EEO Report is filed on behalf of KTRK-TV in compliance with the FCC's EEO reporting requirements. KTRK-TV, an ABC, Inc. owned television station broadcasting to the metropolitan Houston area, serves over 2 million television households in the Greater Houston area and 10 outlying counties (2,123,460 TV households in our DMA). This report includes information from March 16, 2009 to March 15, 2010, and it will be placed in the station's public file, and on the station's website.

KTRK-TV is an equal opportunity employer and is committed to a policy that advances opportunities for all qualified individuals. It is our policy to promote the realization of equal employment opportunities through a positive, continuing program of specific recruitment, outreach, hiring, promotion, and other practices designed to ensure the full realization of equal employment opportunity.

To make this policy effective, and to ensure conformance with the requirements of the FCC, we have adopted an equal opportunity program as described herein.

### JOB VACANCY INFORMATION

As an equal opportunity employer, KTRK-TV is committed to disseminating information about job vacancies as widely as possible. All full-time job vacancies are posted through the ABC, Inc. Job Posting circulated by ABC, Inc. internally within the Company, in trade publications, on websites with a broad-based readership that includes women and minorities, and in local or community newspapers. Job outreach used for all job vacancies includes a mailing list that we developed, maintained and updated, trade publications, job banks, and websites. This list contains the contact information of organizations and those that have requested to be placed on our mailing list for job openings as a result of ads and outreach. This list is periodically updated. **See Details in Attachment A1 and A2: Job Sources**

### RECORD KEEPING

In compliance with EEO record keeping requirements, the Station creates a file for each position to be filled. Each of these files contains a summary sheet with the job title, the date recruitment started, the total number of applicants, what recruitment sources were used for each opening, the date the job was filled, and the source that referred the hired individual. Station procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. EEO requirements and management responsibility toward EEO are discussed regularly at management meetings.

***From March 16, 2009 to March 15, 2010, the Station has filled 12 full-time jobs.***

**See Details in Attachment B: Vacancies Filled**

## 2010 ANNUAL EEO REPORT FOR KTRK-TV / HOUSTON

INTERN ROSTER March 16, 2009 – March 15, 2010				
Name	Dept.	University	Start Date	End Date
Barajas, Bill	News	University of Houston	1/9/2009	5/29/2009
Hanks, Corey S.	Sports	Austin State University	1/9/2009	5/29/2009
Kovela, Darina	News	University of St. Thomas	1/9/2009	5/29/2009
Nibling, Kyle	Special Projects	Houston Baptist University	1/9/2009	5/29/2009
Winfrey, Katiera	News	Texas Southern University	1/9/2009	5/29/2009
Barajas, Bill	News	University of Houston	1/9/2009	5/29/2009
Beames, Caleb	News	Houston Baptist University	5/26/2009	8/28/2009
Benito, Marcelino Jr.	News	Northwestern University	6/16/2009	9/11/2009
Castro, Monica	News	Kansas State University	6/1/2009	8/28/2009
Feigen, Emily	News	University of Oklahoma	5/26/2009	8/28/2009
Frewer, Joseph	Undercover	Pomona College	6/1/2009	8/28/2009
Godie, Mary	News	Howard University	6/1/2009	8/28/2009
Harel, Heather Marie	News	Louisiana State University	5/18/2009	8/28/2009
Huff, Amanda	News	University of Mississippi	6/1/2009	8/28/2009
Jacob, Brittany J.	News	Howard University	6/1/2009	8/28/2009
Lynch, Samantha	Weather	Texas A&M University	5/18/2009	8/28/2009
Sayrie, Vanise Jonae	News	University of Houston	6/1/2009	8/28/2009
Shaw, Jessica	News	Syracuse University	5/21/2009	8/28/2009
Stoner, Kayla Ayres	News	Boston University	6/1/2009	8/28/2009
Castro, Lizeth	News	University of Houston	8/26/2009	12/31/2009
Lewis, Michael L.	Sports	Prairie View A&M	8/28/2009	12/31/2009
Miller, Eric J.	News	University of Houston	8/22/2009	12/31/2009
Sampson, Daniel	Sports	Texas Southern University	9/3/2009	12/31/2009
Williams, Satara	News	Texas A&M	8/26/2009	12/31/2009
Ellis, Magen	News	Univeristy of Houston	1/8/2010	
Esene, Niesha	News	Univeristy of Houston	1/8/2010	
Parker, Tashara	News	Texas A&M University	1/8/2010	
Smith, Ian	News	Univeristy of Houston	1/8/2010	
Angenend, Christine	Programming	Savannah College Art Design	1/8/2010	3/9/2010

**KTRK-TV also participated in training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.**

***ABC, Inc. Broadcast Management Training Program.***

*KTRK-TV participates in the ABC, Inc. Broadcast Management Training Program. This is a 12-18 month internship program designed to attract individuals to editorial positions and to groom potential future managers for KTRK-TV and other ABC, Inc. properties. The objectives of the program are to enhance the skills of individuals interested in pursuing News Management careers, to promote diversity, and to increase minority and female representation in key decision-making positions. As designed, the Program is open to qualified applicants of all races, but consistent with the stated objectives as well as laws governing affirmative action plans, a preference is accorded to minority applicants on the basis of their race. This is not limited to existing station personnel. **Currently, Crystal Beavers, Associate Producer, is participating in the Broadcast Training Program.***

## 2010 ANNUAL EEO REPORT FOR KTRK-TV / HOUSTON

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Date	Employee Tour Guide	Organization
2/13/2010	Travis Herzog	Boy Scouts
2/23/2010	Travis Herzog	Local Students
3/18/2010	Travis Herzog	Local Students



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Submitted by:  
Denise W. Bates, VP Community Affairs

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April 1, 2010  
Date

# 2010 ANNUAL EEO REPORT FOR KTRK-TV / HOUSTON

## Attachment A: Job Sources

Mr. Bryan Barrows, III Public Information Dir Prairie View A&M P.O. Box 4129 Prairie View, TX 77446-4129 (409) 857-2117	Jim Strachan Asian American News Box 36966 Houston, TX 77236 (713) 541-6890 (713) 541-6890 Fax	Hilda Caballeros El Mexico 601 Shotwell Houston, TX 77020 (713) 674-5501 (713) 674-8022 Fax	Janice Garza Houston Assoc. of Hispanic Media Professionals P.O. Box 273394 Houston, TX 77277 (713) 479-2646 Phone (713) 479-2648 fax
Ms. Leslie Landry University of Texas A115A Jester Center Austin, TX 78705 (512) 471-1217 Melissa Career Center Texas A&M Univ John J. Koldus Bldg. Ste. 209 College Station, TX 77843-1233 (409) 845-5139	Eric Goodie Houston Urban League Job Bank 1301 Texas Houston, TX 77002 (713) 759-6909 Fax (713) 393-8700 Fort Bend/Southwest Star Business Journal 869 Dulles Ave. # C Stafford, TX 77477-5710 B.K. Carter (281) 242-6506 (281) 242-7922 Lenora Carter Forward Times 4411 Alameda Road Houston, TX 77004 (713) 526-4727 (713) 526-3170 Michica Guillory Houston Defender 3003 South Loop West, Ste 320 Houston, TX 77054 (713) 663-6996 (713) 663-7116 Fax	Joe Morales Las Noticias de Fort Bend 924 Third St. Rosenberg, TX 77471 (281) 342-1622 (281) 342-1911 Fax Olga Ordonez La Voz de Houston 4747 Southwest Frwy Houston, Tx 77027 (713) 664-4404 (713) 664-4414 Fax Debra Warren Stephen F. Austin Box 13032 SFA Station Nacogdoches, TX 75962-3032 (936) 468-3005 phone (936) 468-6638 fax Patsy Grona Sam Houston State Univ. Career Services P.O. Box 2238 Huntsville, TX 77341 (936) 294-1713 pgrona@shsu.edu	Joseph Torres, Editor National Assn of Hispanic Journalists 1193 National Press Bldg Washington, D.C. 20045-2100 (202) 662-7145 phone (202) 662-7144 fax National Association of Black Journalists 8701-A Adelphi Road Adelphi, MD 20783-1716 (301) 445-7100 Ofc (301) 445-7101 e-mail nab@nabj.org Texas Workforce Commission C/O Worksource Employer Svc 3355 West Alabama, Suite 350 Houston, TX 77098 houstonjobs@twc.state.tx.us (713) 590-2628 Phone Light of the World Church Jackie Owens 7800 Bissonnet #260 Houston, TX 77074 (713) 777-6400 Phone (713) 222-7255 FAX
Lori Wensel The Art Institute of Houston 1900 Yorktown Houston, TX 77056 (713) 623-2040 Rae Zamarippa Houston Works Centrl Order Taking Offic 600 Jefferson, Suite 900 Houston, TX 77002 (713) 654-1919 x1193 (713) 655-0713 Teresa Cortez El Dia 6120 Tarnef, Ste. 100 Houston, TX 77074 (713) 772-8900 (713) 772-8999 Fax			

## 2010 ANNUAL EEO REPORT FOR KTRK-TV / HOUSTON

### Attachment A: Job Sources

Maya Johnson  
Voice Information Systems  
3600 East T.C. Jester, Suite N  
(713) 332-5600 Phone  
(713) 688-9169

Trinh Le, Editor  
Fort Bend Sun  
13735 Southwest Freeway  
Sugar Land, TX 77478  
(281) 242-1812  
(218) 242-1891 FAX

K.L. Sindwani, Publisher  
Pramod Kuklarni, Editor  
Indo-American News  
7457 Harwin, Suite 262  
Houston, TX 77036  
(713) 789-6397  
(713) 789-6399 Fax  
Indoamericannews@yahoo.com

Mr. Sei Ho Kim, Publisher  
Korean Journal  
1241 Blalock Road  
Houston, Tx 77055  
(713) 973-8655  
(713) 467-924? Fax  
KJN@KJOL.com – Attn: Lim

Vietnam Post  
9898 Bissonnet  
Suite 278  
Houston, Tx 77036  
(713) 777-2012  
(713) 777-4848 Fax

Darrell Rich  
The Employment Guide  
www.careerweb.com  
9000 Clay Road, Suite 106  
Houston, TX 77080  
Darrell.Rich@employmentguide.com

om  
(713) 934-9400 or  
(800) 967-0626  
(713) 934-9092 FAX

Houston Newspages  
Diana Fallis

5215 Almeda  
Houston, TX 77004  
(713) 526-1995  
(713) 526-2929 Fax  
**8/2/05 No longer in Service**

United States Veterans Initiative  
Retha Broussard  
Job Developer  
1418 Preston St.  
Houston, TX 77002  
(713) 229-8122 ext. 33

Mark Shilstone  
All we need for any listing is a  
phone call, fax or email with the  
job description, qualifications and  
the contact information. The  
contact information for MediaLine  
is as follows:  
Phone: 800-237-8073  
Fax: 831-648-5204

Epilepsy Foundation  
2630 Fountainview, Ste. 210  
Houston, TX 77057  
Sheila Woodard  
JobTech & Adult Svcs. Cord.  
(713) 789-6295  
(888) 548-9716  
Fax (713) 789-5628



# ATTACHMENT B: FULL-TIME JOB VACANCIES FILLED 3/16/09 – 3/15/10

Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
			6/22/09	7.	NH		TVJobs.com
			6/26/09	8.	NH		Unknown
			6/26/09	9.	NH		TAB.org
			6/29/09	10.	NH		TVJobs.com
			7/1/09	11.	NH		Unknown
7/6/09	Production Assistant	News	7/17/09	1.	NH		Internal Candidate
			7/17/09	2.	NH		ABC13.com
			7/17/09	3.	NH		ABC13.com
			7/20/19	4.	NH		TVJobs.com
			7/20/09	5.	NH		Disneycareers.com
			7/21/09	6.	NH		Disneycareers.com
			7/28/09	7.	NH		Disneycareers.com
			7/28/09	8.	NH		TVJobs.com
			7/28/09	9. Joseph Lopez	H	08/18/09	TAB.org
7/6/09	Producer/Editor	Programming	7/15/09	1. Sabrina Miskelly	H	9/14/09	Employee Referral
			7/16/09	2.	NH		Employee Referral
			7/20/09	3.	NH		Employee Referral
			7/28/09	4.	NH		Employee Referral
			7/28/09	5.	NH		Indeed.com
			7/28/09	6.	NH		Disneycareers.com
			7/28/09	7.	NH		TV Jobs.com
			8/10/09	8.	NH		Employee Referral
			9/1/09	9.	NH		Internal Candidate
7/22/09	Director, Marketing	Sales	8/12/09	1.	NH		Friend
			8/12/09	2.	NH		Disneycareers.com
			8/12/09	3.	NH		Industry Colleague
			8/13/09	4.	NH		Employee Referral
			8/17/09	5.	NH		Internal Candidate
			8/19/09	6. Kristi Strawn	H	9/14/09	Internal Candidate
			8/24/09	7.	NH		Internal Candidate
			9/1/09	8.	NH		AMA Newsletter
			9/2/09	9.	NH		Disneycareers.com
			9/8/09	10.	NH		Internal Candidate
			9/9/09	11.	NH		Disneycareers.com

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Federal Communications Commission Washington, D.C. 20554		Approved by OMB 3060-0922 (September 2002)		FOR FCC USE ONLY	
<b>FCC 397</b>				FOR COMMISSION USE ONLY FILE NO. B397 - 20100331AEN	
<b>BROADCAST MID-TERM REPORT</b>					
Legal Name of the Licensee KTRK TELEVISION, INC.					
Mailing Address 77 WEST 66TH STREET, 16TH FLR ATTN: JOHN W. ZUCKER, ESQ.					
City NEW YORK			State or Country (if foreign address) NY		Zip Code 10023 - 6298
Telephone Number (include area code) 2124567777			E-Mail Address (if available)		
FCC Registration Number 0002777365		Facility ID Number 35675		Call Sign KTRK-TV	
<b>TYPE OF BROADCAST STATION:</b>		Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International		Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV	
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
[Station List]					
<b>Station List</b>					
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Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)	
KTRK-TV	35675	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	HOUSTON, TX	<input type="radio"/> Yes <input checked="" type="radio"/> No	



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**SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:**

Name JOHN W. ZUCKER, ESQ.			Street Address 77 WEST 66TH STREET, 16TH FLR
City NEW YORK	State NY	Zip Code 10023-6298	Telephone Number 2124567387

### FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

### Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? ☐ Yes ☒ No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

### CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent JOHN W ZUCKER
Title ASSISTANT SECRETARY	Telephone No. ( include area code) 2124567387
Date 3/31/2010	

### GENERAL POLICY

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A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

**Section II****RESPONSIBILITY FOR IMPLEMENTATION**

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: DENISE W. BATES

Title: VP COMMUNITY AFFAIRS

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

**Section III****MID-TERM REPORT**

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

**FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT**

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

**Exhibits****Exhibit 1**

Description: EEO REPORTS

**Attachment 1**

	Description
EEO 2009	
EEO 2009 - A1	
EEO 2009 - A2	
EEO 2009 - B	
EEO 2010	
EEO 2010 - A	
EEO 2010 - B	

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To make this policy effective, and to ensure conformance with the requirements of the FCC, we have adopted an equal opportunity program as described herein.

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***From March 16, 2009 to March 15, 2010, the Station has filled 12 full-time jobs.***

**See Details in Attachment B: Vacancies Filled**

### SUPPLEMENTAL RECRUITMENT ACTIVITIES

The Station will maintain positive and continuing programs of specific practices designed to ensure equal opportunity and non-discrimination in every aspect of station employment policy and practice. In addition, the Station will regularly assess and improve its recruitment and promotion methods and sources by analyzing their effectiveness and making changes as appropriate.

**Our participation in job fairs by station personnel who have substantial responsibility for hiring decisions. Due to budget restraints, diversity job fair participation did not occur within the March 16, 2009 – March 15, 2010 time period.**

- *TSU Career Fair – Texas Southern University's School of Communications Career Fair* was held April 9, 2008 VP Community Affairs Director Denise Bates, Human Resource Manager Vickie Angenend, and News Assistant/Internship Coordinator Norma Ferguson attended
- *UNITY – Journalists of Color* was held July 23 – 27, 2008 in Chicago, IL. VP & News Director Dave Strickland, Executive Producer Jerry Vazquez, and Executive Producer Glenn Jones represented KTRK-TV at the Career Fair.
- *H.E.R.E. Expo –Housing and Employment Expo for the Disabled* was held on February 11, 2009 in Houston, TX. Vickie Angenend, Human Resource Manager, attended.

**Our Internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

KTRK-TV sponsors an internship program aimed at third- and fourth-year college students. The purpose of this program is to enrich and supplement the education of local college students in the field of television. The program is open to all, regardless of race, religion, gender, or sexual preference, and is not limited to students who are majoring in broadcasting. Internships are open in all departments, including Sales, Engineering, Creative Services, and Community Affairs. The internships are helpful to students in gaining first-hand experience at a television station and often assist in finding employment in similar markets. They also help in developing relationships with industry professionals who may be of assistance to them in their future careers. Many of our employees were interns here or at other stations.

***From March 16, 2009 to March 15, 2010, 29 students participated in internship opportunities at KTRK-TV: (see following page)***

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Esene, Niesha	News	Univeristy of Houston	1/8/2010	
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**KTRK-TV also participated in training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.**

### ***ABC, Inc. Broadcast Management Training Program.***

*KTRK-TV participates in the ABC, Inc. Broadcast Management Training Program. This is a 12-18 month internship program designed to attract individuals to editorial positions and to groom potential future managers for KTRK-TV and other ABC, Inc. properties. The objectives of the program are to enhance the skills of individuals interested in pursuing News Management careers, to promote diversity, and to increase minority and female representation in key decision-making positions. As designed, the Program is open to qualified applicants of all races, but consistent with the stated objectives as well as laws governing affirmative action plans, a preference is accorded to minority applicants on the basis of their race. This is not limited to existing station personnel. Currently, Crystal Beavers, Associate Producer, is participating in the Broadcast Training Program.*

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**Plus, KTRK-TV participated in activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.**

Date	Employee	Organization / Activity
4/2/2009	Tillman, David J	AWTY International School - Discussed Weather to 80-90 4th graders.
4/8/2009	Frazier, Winfred C	High School public speaking
4/13/2009	Frazier, Winfred C	Public Speaking at TSU
4/14/2009	Oberg, Ted	South Asian Chamber of Commerce - Panel discussion on journalism
4/15/2009	Angenend, Vickie	TSU Career Day
4/15/2009	Ferguson, Norma	TSU Career Day
5/13/2009	Gaston, Gina	Cullen Middle School - Guest Speaker
5/16/2009	Myers, Christi L	University of Houston College of Pharmacy - Graduation Speaker
5/18/2009	Carden, Brenda	Career Day at Parker Elementary
5/20/2009	Abrahams, Tom	Speaking to 2 classes at Klein Collins High School
5/26/2009	Koch, Thomas H	Lanier Middle School- Career Day Speaker
6/11/2009	Rascon, Art	Baytown Youth Group Keynote Speaker
9/14/2009	Rascon, Art	HAHMP speaker at Houston Association of Hispanic Media Professionals
9/24/2009	Rascon, Art	Rice University speech
9/25/2009	Rascon, Art	BYU speech
9/29/2009	Herzog, Travis	Southbelt Elementary -speech
10/2/2009	Curry, Casey	Career Day at Burnet Elementary
10/24/2009	Gaston, Gina	Women's Global Leadership Conference - Panelist
11/4/2009	Ehling, Jeffrey A	Kline ISD noon - 2:00
11/4/2009	Tillman, David J	Massey Ranch Elementary - 4th graders / speech
11/10/2009	Melton, Sharron	TSU Speaking Engagement - guest speaker
11/17/2009	Frazier, Winfred C	Carver High School Career Day - speaker
11/17/2009	Rascon, Art	Quest High School speaker
12/4/2009	Ehling, Jeffrey A	Klein ISD Media Panel
12/7/2009	Curry, Casey	Silverlake Elementary - Pearland - weather talk with elem. school students
1/09/2010	Art Rascon	Houston Hispanic Forum / Career Day – Keynote Speaker
1/30/2010	Melanie Lawson	Linda Lorelle College Prep Conf / Talk to High Schoolers
2/10/2010	Ilona Carson	HISD / Weather talk for 180 2nd Graders
2/17/2010	Melanie Lawson	River Oaks Baptist School / Black History Month Guest Spkr
3/05/2010	Sharron Melton	ACT-SO Student Mentors Prgm / Guest Speaker

*In addition, KTRK-TV conducted STATION TOURS to foster a better understanding about the way a television station operates on a daily basis:*

Date	Employee Tour Guide	Organization
3/31/2009	Ferguson, Norma	Annunciation Orthodox School - Station Tour
3/31/2009	Heller, Tim	Station Tour
4/15/2009	Rascon, Art	Quest High School visit at studio - Station Tour
4/21/2009	Herzog, Travis	Station Tour & weather talk Creekwood MS in Kingwood.
5/7/2009	Heller, Tim	Scout Tour of the station
5/14/2009	Heller, Tim	Scout Tour of the station
5/19/2009	Heller, Tim	Station Tour
9/30/2009	Herzog, Travis	Tour Group at the station
11/4/2009	Herzog, Travis	Girl Scout Tour
11/6/2009	Herzog, Travis	Station Tour & weather talk to boy scouts
11/7/2009	Herzog, Travis	Boy Scout Tour Aggie Wx Club Tour
11/7/2009	Melton, Sharron	give tour to At Risk Students
11/24/2009	Curry, Casey	Station Tour for Girlscouts
12/1/2009	Herzog, Travis	Station Tour - Media class from Creekwood MS in Kingwood
12/9/2009	Ferguson, Norma	Station Tour
12/18/2009	Curry, Casey	Station Tour - charity auction winners
12/21/2009	Curry, Casey	Station Tour - Deer Park/LaPorte cub scout pack

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Date	Employee Tour Guide	Organization
2/13/2010	Travis Herzog	Boy Scouts
2/23/2010	Travis Herzog	Local Students
3/18/2010	Travis Herzog	Local Students

  


Submitted by:  
Denise W. Bates, VP Community Affairs

April 1, 2010  
Date

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## Attachment A: Job Sources

Mr. Michael McKinley  
Nat'l. Assoc. Broadcasters  
1661 N. Street N.W.  
Washington, DC 20036  
(202) 429-5300

Ms. Therese Andersen  
AWRT Job Bank  
2800 Post Oak Blvd. #3400  
Houston, TX 77056  
(713) 965-0764  
(713) 960-1132 FAX

AWRT Mailing Address  
P.O. Box 980908  
Houston, TX 77098

Ms. Bernadette Brown  
HABJ/Prime Times  
P.O. Box 565  
2601 Arbor  
Houston, TX 77001-0565

Ms. Sylvia Lopez  
Job Listing  
Harris Cnty Employment  
1310 Prairie, Ste. 200  
Houston, Texas 77002  
(713) 755-5250

Ms. Imogene Thomas  
Wesley Community Ctr.  
2720 Sampson  
Houston, Texas 77004  
(713) 525-4700

Asia Society  
4605 Post Oak Pl. #205  
Houston, TX 77027  
(713) 439-0051  
Ms. Woods

Ms. Gloria Joy  
SER/Jobs for Progress  
6565 Rookin St.  
Houston, TX 77074-5013  
(713) 773-6000

Ms. Beth Bobbitt  
Texas Assoc. Broadcasters  
502 E. 11<sup>th</sup> St. #200  
Austin, TX 78701-2619  
(512) 322-9944

Ms. Belinda Eissien  
NAACP  
2002 Wheeler  
Houston, TX 77004  
(713) 526-3389

Mr. Tom Nguyen  
Asian Chamber of Comm  
7457 Harwin Plaza II  
Ste. 240  
Houston, TX 77036  
(281) 782-7222

Mr. Brian Chang  
Hous Asian Jr. Chamber  
4410 April MeadowWay  
Sugar Land, TX 77479  
(281)265-1788

Rev. Marcus Cosby  
Wheeler Av Bapt Church  
3826 Wheeler  
Houston, TX 77004  
(281) 748-5240

Olga Soliz  
901 Richmond  
Houston, -TX 77006  
(713) 522-4134

Ms. Melissa Mayo  
Women In Communication  
1110 Ferndale Ct.  
Sugar Land, TX 77479  
(281)343-8318

Front Desk  
A.A. M.A.  
6001 Gulf Freeway Bldg. B1, Suite  
165  
Houston, TX 77023  
(713) 926-9491

Executive Director  
LULAC  
3004 Bagby  
Houston, TX 77006  
(713) 528-9350

Ms. Jeanette Cosley  
Assistant Director  
United Negro College Fun  
1235 N. Loop West,  
Suite 1010  
Houston, TX 77008  
(713) 942-8623

Ms. Priscilla Delapaz  
Hisp Chamber of Comm  
2900 Woodridge #312  
Houston, TX 77087  
( ) 644-7070

Tatcho Mindiola  
UH Mex Amer Studies  
4800 Calhoun  
Houston, TX 77004  
(713) 743-3134

Career Services  
Attn: Lois  
University of St. Thomas  
3800 Montrose  
Houston, TX 77006  
(713) 522-7911

Job Listings  
Houston Cmunity College  
1300 Holman  
Houston, TX 77004  
(713) 523-2825

Ms. Phoenix Mak  
Chinese Community Ctr  
5855 Sovereign Dr.  
Houston, TX 77036  
271-6100

Job Listing  
Society of Professional  
Journalists  
P.O. Box 3454  
Houston, TX 77253

Mr. Harry Clack  
Co-op & Placement  
Texas Southern University  
3100 Cleburne Ave.  
Houston, TX 77004  
313-7011

Ms. Cheryl Myers  
Career Services  
Houston Baptist University  
7502 Fondren  
Houston, TX 77074  
(281) 774-7661



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## Attachment A: Job Sources

Mr. Bryan Barrows, III Public Information Dir Prairie View A&M P.O. Box 4129 Prairie View, TX 77446-4129 (409) 857-2117	Jim Strachan Asian American News Box 36966 Houston, TX 77236 (713) 541-6890 (713) 541-6890 Fax	Hilda Caballeros El Mexico 601 Shotwell Houston, TX 77020 (713) 674-5501 (713) 674-8022 Fax	Janice Garza Houston Assoc. of Hispanic Media Professionals P.O. Box 273394 Houston, TX 77277 (713) 479-2646 Phone (713) 479-2648 fax
Ms. Leslie Landry University of Texas A115A Jester Center Austin, TX 78705 (512) 471-1217	Eric Goodie Houston Urban League Job Bank 1301 Texas Houston, TX 77002 (713) 759-6909 Fax (713) 393-8700	Joe Morales Las Noticias de Fort Bend 924 Third St. Rosenberg, TX 77471 (281) 342-1622 (281) 342-1911 Fax	Joseph Torres, Editor National Assn of Hispanic Journalists 1193 National Press Bldg Washington, D.C. 20045-2100 (202) 662-7145 phone (202) 662-7144 fax
Melissa Career Center Texas A&M Univ John J. Koldus Bldg. Ste. 209 College Station, TX 77843-1233 (409) 845-5139	Fort Bend/Southwest Star Business Journal 869 Dulles Ave. # C Stafford, TX 77477-5710 B.K. Carter (281) 242-6506 (281) 242-7922	Olga Ordonez La Voz de Houston 4747 Southwest Frwy Houston, Tx 77027 (713) 664-4404 (713) 664-4414 Fax	National Association of Black Journalists 8701-A Adelphi Road Adelphi, MD 20783-1716 (301) 445-7100 Ofc (301) 445-7101 e-mail nab@nabj.org
Lori Wensel The Art Institute of Houston 1900 Yorktown Houston, TX 77056 (713) 623-2040	Lenora Carter Forward Times 4411 Almeda Road Houston, TX 77004 (713) 526-4727 (713) 526-3170	Debra Warren Stephen F. Austin Box 13032 SFA Station Nacogdoches, TX 75962-3032 (936) 468-3005 phone (936) 468-6638 fax	Texas Workforce Commission C/O Worksource Employer Svc 3355 West Alabama, Suite 350 Houston, TX 77098 houstonjobs@twc.state.tx.us (713) 590-2628 Phone
Rae Zamarippa Houston Works Centrl Order Taking Offic 600 Jefferson, Suite 900 Houston, TX 77002 (713) 654-1919 x1193 (713) 655-0713	Michica Guillory Houston Defender 3003 South Loop West, Ste 320 Houston. TX 77054 (713) 663-6996 (713) 663-7116 Fax	Patsy Grona Sam Houston State Univ. Career Services P.O. Box 2238 Huntsville, TX 77341 (936) 294-1713 pgrona@shsu.edu	Light of the World Church Jackie Owens 7800 Bissonnet #260 Houston, TX 77074 (713) 777-6400 Phone (713) 222-7255 FAX
Teresa Cortez El Dia 6120 Tarnef, Ste. 100 Houston, TX 77074 (713) 772-8900 (713) 772-8999 Fax			

## 2010 ANNUAL EEO REPORT FOR KTRK-TV / HOUSTON

### Attachment A: Job Sources

Maya Johnson  
Voice Information Systems  
3600 East T.C. Jester, Suite N  
(713) 332-5600 Phone  
(713) 688-9169

Trinh Le, Editor  
Fort Bend Sun  
13735 Southwest Freeway  
Sugar Land, TX 77478  
(281) 242-1812  
(218) 242-1891 FAX

K.L. Sindwani, Publisher  
Pramod Kuklarni, Editor  
Indo-American News  
7457 Harwin, Suite 262  
Houston, TX 77036  
(713) 789-6397  
(713) 789-6399 Fax

Indoamericannews@yahoo.com

Mr. Sei Ho Kim, Publisher  
Korean Journal  
1241 Blalock Road  
Houston, Tx 77055  
(713) 973-8655  
(713) 467-924? Fax  
KJN@KJOL.com – Attn: Lim

Vietnam Post  
9898 Bissonnet  
Suite 278  
Houston, Tx 77036  
(713) 777-2012  
(713) 777-4848 Fax

Darrell Rich  
The Employment Guide  
[www. careerweb.com](http://www.careerweb.com)  
9000 Clay Road, Suite 106  
Houston, TX 77080  
Darrell.Rich@employmentguide.com  
(713) 934-9400 or  
(800) 967-0626  
(713) 934-9092 FAX

Houston Newspages  
Diana Fallis  
5215 Alameda  
Houston, TX 77004  
(713) 526-1995  
(713) 526-2929 Fax  
**8/2/05 No longer in Service**

United States Veterans Initiative  
Retha Broussard  
Job Developer  
1418 Preston St.  
Houston, TX 77002  
(713) 229-8122 ext. 33

Mark Shilstone  
All we need for any listing is a  
phone call, fax or email with the  
job description, qualifications and  
the contact information. The  
contact information for MediaLine  
is as follows:  
Phone: 800-237-8073  
Fax: 831-648-5204

Epilepsy Foundation  
2630 Fountainview, Ste. 210  
Houston, TX 77057  
Sheila Woodard  
JobTech & Adult Svcs. Cord.  
(713) 789-6295  
(888) 548-9716  
Fax (713) 789-5628

**ATTACHMENT B: FULL-TIME JOB VACANCIES FILLED 3/16/09– 3/15/10**

Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
02/04/09	VP, Business Manager	G&A	2/23/09	1.	NH		Internet
			2/26/09	2.	NH		MFMA/BCFM
			3/2/09	3.	NH		ABC13.com
			3/5/09	4.	NH		Disney Jobs
			3/11/09	5.	NH		MFMA/BCFM
			3/13/09	6. Paul Kelly, Jr.	H	4/3/09	Employee Referral
			3/18/09	7.	NH		Disney Jobs
			3/20/09	8.			Internal Candidate
05/20/09	Associate Producer	News	5/31/09	1.	NH		TAB.org
			6/11/09	2.	NH		TVJobs.com
			6/12/09	3.	NH		TVJobs.com
			6/12/09	4.	NH		TAB.org
			6/15/09	5.	NH		ABC13.com
			6/17/09	6.	NH		Disneycareers.com
			6/22/09	7.	NH		TVJobs.com
			6/25/09	8. Katherine Babcock	H	6/26/09	Internal Candidate
4/23/09	Associate Producer Trainee	News	4/2/09	1.	NH		EE Referral
			4/3/09	2.	NH		ABC13.com
			5/12/09	3.	NH		Unknown
			5/14/09	4.	NH		Unknown
			5/14/09	5.	H	6/9/09	Disneycareers.com
			5/14/09	6.	NH		Unknown
			5/21/09	7.	NH		TAB.com
			5/24/09	8.	NH		Disneycareers.com
			5/27/09	9.	NH		Internal Candidate
			5/25/09	10.	NH		TVJobs.com
			5/26/09	11.	NH		EE Referral
			5/31/09	12.	NH		TAB.org
6/22/09	Associate Producer	News	5/31/09	1.	NH		TAB.org
			6/11/09	2.	NH		TVJobs.com
			6/12/09	3.	NH		TVJobs.com
			6/12/09	4.	NH		TAB.org
6/22/09	Associate Producer Cont'd.	News	6/15/09	5.	H	07/20/09	ABC13.com
			6/17/09	6.	NH		Disneycareers.com

# ATTACHMENT B: FULL-TIME JOB VACANCIES FILLED 3/16/09– 3/15/10

Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
			6/22/09	7.	NH		TVJobs.com
			6/26/09	8.	NH		Unknown
			6/26/09	9.	NH		TAB.org
			6/29/09	10.	NH		TVJobs.com
			7/1/09	11.	NH		Unknown
7/6/09	Production Assistant	News	7/17/09	1	NH		Internal Candidate
			7/17/09	2.	NH		ABC13.com
			7/17/09	3.	NH		ABC13.com
			7/20/19	4.	NH		TVJobs.com
			7/20/09	5.	NH		Disneycareers.com
			7/21/09	6.	NH		Disneycareers.com
			7/28/09	7.	NH		Disneycareers.com
			7/28/09	8.	NH		TVJobs.com
			7/28/09	9. Joseph Lopez	H	08/18/09	TAB.org
7/6/09	Producer/Editor	Programming	7/15/09	1. Sabrina Miskelly	H	9/14/09	Employee Referral
			7/16/09	2.	NH		Employee Referral
			7/20/09	3.	NH		Employee Referral
			7/28/09	4.	NH		Employee Referral
			7/28/09	5.	NH		Indeed.com
			7/28/09	6.	NH		Disneycareers.com
			7/28/09	7.	NH		TV Jobs.com
			8/10/09	8.	NH		Employee Referral
			9/1/09	9.	NH		Internal Candidate
7/22/09	Director, Marketing	Sales	8/12/09	1.	NH		Friend
			8/12/09	2.	NH		Disneycareers.com
			8/12/09	3.	NH		Industry Colleague
			8/13/09	4.	NH		Employee Referral
			8/17/09	5.	NH		Internal Candidate
			8/19/09	6. Kristi Strawn	H	9/14/09	Internal Candidate
			8/24/09	7.	NH		Internal Candidate
			9/1/09	8.	NH		AMA Newsletter
			9/2/09	9.	NH		Disneycareers.com
			9/8/09	10.	NH		Internal Candidate
			9/9/09	11.	NH		Disneycareers.com

**ATTACHMENT B: FULL-TIME JOB VACANCIES FILLED 3/16/09– 3/15/10**

Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
7/21/09	Photographer/Live Truck Op.	News	8/27/09	1. Anthony Reed	H	09/18/09	Employee Referral
			9/1/09	2.	NH		Employee Referral
			9/2/09	3.	NH		ABC13.com
			9/3/09	4.	NH		Employee Referral
			9/3/09	5.	NH		Industry Colleague
			9/9/09	6.	NH		Employee Referral
			9/10/09	7.	NH		Disneycareers.com
7/22/09	Website Executive Producer	Internet	9/14/09	1.	NH		Internet
			11/3/09	2. Regina Larson	H	1/4/10	Internal Candidate
			11/4/09	3	NH		Internal Candidate
			11/5/09	4	NH		Internal Candidate
			11/6/09	5	NH		Internal Candidate
			11/9/09	6	NH		Internal Candidate
			12/2/09	7	NH		Internet
11/30/09	Assignments Editor	News	12/2/09	1	NH		ABC13.COM
			12/2/09	2	NH		Industry Colleague
			12/3/09	3	NH		Friend/Relative
			12/8/09	4	NH		Internet
			12/9/09	5 Ryan Rios	H	1/18/10	Employee Referral
			12/9/09	6	NH		Employee Referral
4/13/09	Reporter	News	5/5/09	1	NH		Employee Referral
			6/2/09	2 Sonia Nezamzadeh	H	1/5/10	Employee Referral
			6/3/09	3	NH		Employee Referral
			6/8/09	4	NH		Talent Agent
12/17/09	Photographer	News	1/6/10	1	NH		Radio/Television
			1/7/10	2	NH		Internet
			1/7/10	3	NH		Employee Referral
			1/11/10	4 Wes Sewell	H	1/21/10	Craigslist.com
			1/11/10	5	NH		Internet
			1/11/10	6	NH		Employee Referral
1/27/10	VP, General Sales Manager	Sales	2/10/10	1	NH		Friend/Relative
			2/11/10	2	NH		Internet
			2/12/10	3	NH		Internet

**ATTACHMENT B: FULL-TIME JOB VACANCIES FILLED 3/16/09– 3/15/10**

[illegible]